

12 FEB 1971

MEMORANDUM FOR: Assistant Deputy Director for Support

SUBJECT : Report of Problem Solving Seminar No. 7,  
The Influence of Dependents on Employees

REFERENCE : Your memorandum, dated 5 February 1971,  
same subject

1. In our experience, the number of problem cases among dependents has not shown an appreciable increase. There are no indications to suggest the number is unreasonable, given the size of the Agency.

2. We believe that the number of problems facing dependents has increased. Most of these are not peculiar to the Agency, but they do affect our society and culture and hence our people as well. Among these are the so-called generation gap, the unrest in youth, problems of drug abuse, and impact of social change. In our Agency, family separation has always been a factor, but the requirements in SEA have certainly added to such occasions. All of these situations and conditions stress the family situation, and hence the impression that dependents face a wider, and to some extent, a different variety of problems than previous. It is to the credit of our people that our casualty tally has not increased. There remains some wonderment if anything else can or should be done on behalf of a greater dependent problem load.

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[Redacted Signature Box]

JOHN R. TIETJEN, M. D.  
Director of Medical Services

**SECRET**

17 FEB 1971

MEMORANDUM FOR: Assistant Deputy Director for Support

SUBJECT : Report of Problem Solving Seminar #7--The Influence of Dependents on Employees

REFERENCE : Memo for Multiple Addressees from ADDS dated 5 Feb 71, Same Subject

1. This memorandum is for your information.

2. We have reviewed the findings and recommendations of Problem Solving Seminar #7 and it is the general consensus among our senior officers that the Seminar members have magnified the problem out of proper proportion. Obviously, a man is influenced by the attitudes and behavior of his family members, and obviously there are changes taking place in contemporary society, but there is no evidence of anything unusual or alarming in the Agency situation with respect to these circumstances.

3. The experiences of the Applicant Review Panel and the Overseas Candidate Review Panel do not indicate at the present time an unusual problem with dependents. Both Panels are continually on the alert for such situations but neither has had a substantial increase in the number of applicants or overseas candidates who have dependents with attitudinal or behavioral problems.

4. As far as overseas employees are concerned, a careful review is made by members of the Clandestine Service Career Service and the Office of Personnel concerning the reason for the early return of each employee. The number returning due to suitability factors has been very small, especially during the past two years, and the number of employees returning because of dependents in trouble is almost negligible.

5. The briefings now available to dependents include the following:

- (1) A two-day program conducted by OTR for dependents going overseas;
- (2) Specific country and station briefings provided by Offices and Area Divisions prior to overseas departure (EUR, Africa Division, Office of Security and TSD have been most systematic in this activity);
- (3) Commo provides a four-day briefing program for wives of overseas trainees

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(4) TSD conducts briefing sessions for wives of employees, not necessarily aimed at overseas;

(5) Wives of Career Trainees receive briefings early in the training program;

(7) Our sons and daughters who are employed in the summer are given a substantial orientation; and

(8) Language training is available to dependents if they wish it.

6. As indicated in the Seminar report, various Offices, particularly Personnel, Security and Medical Services are ready to assist in any problem situation affecting the employee or his dependents. We believe it would be presumptuous and counter-productive to attempt such a program of entrance-on-duty mandatory briefings as recommended by the Seminar members. Instead we should try to make sure that all employees are aware of the Agency's interest in being of service to them in case of need and of the types of services which are available.

Harry B. Fisher  
Director of Personnel

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TO	NAME AND ADDRESS	DATE	INITIALS
1	Assistant Deputy Director for Support 7D18 HQS		
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ACTION		DIRECT REPLY	PREPARE REPLY
APPROVAL		DISPATCH	RECOMMENDATION
COMMENT		FILE	RETURN
CONCURRENCE		INFORMATION	SIGNATURE
<b>Remarks:</b> Reour statement "almost negligible" relative to returns because of dependent problems. The 5 on 6 cases we are all aware of i.e. <span style="border: 1px solid black; display: inline-block; width: 150px; height: 20px; vertical-align: middle;"></span> 25X1 are just about all there have been because of teenage drug problem. In relation to total overseas population this is still very small.			
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FROM: NAME, ADDRESS AND PHONE NO.			DATE
Director of Personnel 5E56 HQS			17 FEB 1971 25X1
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